



ARLINGTON
VIRGINIA



Arlington County, Virginia
Is Seeking A
Chief Psychiatrist
Department Of Human Services
(Medical Director)



Arlington County is an international community which offers the best of both big city and suburban environments. With its high quality of life, low crime rate, and numerous cultural opportunities, it's no wonder that people want to live and work there.

ARLINGTON COUNTY – The Place to Work, Live and Play

As its vision statement affirms, Arlington County strives to be *“a diverse and inclusive world-class urban community with secure, attractive residential and commercial neighborhoods where people unite to form a caring, learning, participating, sustainable community in which each person is important.”* The County is governed by a five-member County Board whose members are elected at-large for staggered four year terms. They, in turn, appoint a County Manager who is the Chief Executive of the County Government.

THE COMMUNITY

Located directly across the Potomac River from Washington, D.C., Arlington (the county seat of Arlington County) was recently named by Parenting Magazine as #1 in the country in its 2010 list of the “Best Cities for Families.” Fabulous schools, great home values, and an attractive unemployment rate of only 4.3 percent can all be found in this dynamic setting just a stone’s throw from the nation’s capital. With a land area of 26 square miles, this culturally and ethnically diverse county of more than 212,000 residents offers a variety of amenities. For those seeking an active lifestyle, take advantage of almost 150 beautiful public parks and 86 miles of biking/jogging trails.

Arlington County is home to some of the nation’s most well known landmarks, including Arlington National Cemetery and the Pentagon, headquarters of the United States Department of Defense. With easy access to the nation’s capital, enjoy the advantages of Arlington’s close proximity to many of the nation’s grandest monuments and memorials. Not only is Arlington home to numerous art galleries and live stage theaters, but – just across the Potomac River – world class cultural venues are also abundant, including the Smithsonian Institution and the Kennedy Center for Performing Arts, which offers an international showcase of music, theater, opera and dance.

Thanks to the Metrorail subway system, Arlington County and Washington, D.C. are seamlessly linked. With a total of eleven stations in Arlington County, the Metro is world-renowned for its cleanliness, safety and efficiency. In addition, Reagan Washington National Airport (DCA) – located in Arlington County – provides superb air service to the nation and the world and is easily accessible via Metrorail. And, if all of that is not enough, many other points of interest, such as the beautiful Shenandoah Valley, Colonial Williamsburg, Gettysburg, the grandeur of the Chesapeake Bay, and Baltimore’s magnificent Inner Harbor can all be enjoyed by daytrip from Arlington.

ARLINGTON COUNTY DEPARTMENT OF HUMAN SERVICES

At this stage of your career, would you like to devote your time, talents and professional expertise to a community where you can really make a difference? As a vibrant community with the courage and compassion to intentionally and vigorously tackle tough social, economic and health issues, Arlington County Department of Human Services may be just right for you! Consistent with the County’s overall mission, the County Department of Human Services (DHS) is designed to support the overall community so that every person can thrive. Its mission is to make a real difference in people’s lives by promoting and providing outstanding human services. To do this, DHS strives to:

- Meet people where they are, wherever they come in, and go the extra mile to get them what they need.
- Join with the community to champion and cultivate a world-class human service delivery system.

To accomplish this important mission, DHS embraces the following values and core behaviors:

- **Excellence:** We set the standard for quality and innovation.
 - We provide high quality, customer-focused services.
 - We search for and practice new ways to achieve better results.
 - We take initiative to learn and grow.
- **Dignity:** We honor everyone through our words and actions.
 - We connect in a genuine and caring way.
 - We listen and respect the right to make choices.
 - We recognize and build on strengths and appreciate differences.

- **Integrity:** We adhere to the highest standards of conduct.
 - We demonstrate personal and professional ethics.
 - We are clear, honest and open in our communication.
 - Our actions match our words, each time.
- **Accountability:** We take responsibility for our decisions and actions.
 - We do what we say we'll do.
 - We confront and resolve problems.
 - We meet program goals and individual performance expectations.
 - We use resources responsibly.

There are five major service areas or divisions of DHS, including Aging and Disability, Behavioral Healthcare, Child and Family, Economic Independence and Public Health. With a staff of over 200 devoted to serving those with psychiatric issues, DHS behavioral health services serves over 5,000 unduplicated clients annually. Services and programs reach client populations of all ages and represent multiple cultural, ethnic and language groups. Diagnostically, the range is equally inclusive and complex with the majority of clients presenting complex, co-occurring symptoms that require a combination of services so that they may function effectively within the community. Clinical intervention with these client populations requires a significant degree of ongoing communication and interface with numerous systems and providers, both within DHS as well as the community.

For additional information, please visit the Arlington County DHS Homepage at <http://www.arlingtonva.us/departments/HumanServices/HumanServicesMain.aspx>.

BEHAVIORAL HEALTHCARE SERVICES

The primary goal of the Behavioral Healthcare Services (BHS) is to promote maximum independent living in the community for adults with serious emotional disturbance, mental illness or substance abuse problems, thereby preventing unnecessary, restrictive institutional placements. The objective is to help these individuals become productive Arlington citizens who are integrated into the community. Behavioral Healthcare includes:

Substance Abuse Services, which provide assistance for adults with serious substance abuse problems. Specific services include:

- **Case Management and Contractual Substance Abuse Treatment Services** - Residential treatment and case management support for adults and adolescents with substance abuse problems.
- **Detention Facility Jail-Based Services** - Assessment, early intervention, prevention, treatment and case management services to those incarcerated to prevent further deterioration and involvement in criminal activities.

- **Outpatient Substance Abuse Services** - Assessment, individual and group therapy, alcohol and drug education courses, relapse prevention services, psychological evaluations, drug screenings and access to community-based support groups.

Mental Health Services, which provide assistance to those with mental health and/or substance abuse problems. Services include:

- **Clarendon House** - A supportive day program that offers long-term support to adults with serious mental illness.
- **Community Support Team Services** - Comprehensive, community-based mental health services to help children and adolescents, adults, and older adults with mental illness or co-occurring disorders achieve maximum level of functioning, minimize symptoms and reduce frequency of hospitalizations.
- **Discharge Assistance and Diversion Project** - A special regional initiative utilizing state funds to help individuals with serious mental illness leave state psychiatric hospitals and return to the community.
- **Discharge Planning Services** - Comprehensive assessments and discharge planning for individuals currently in state psychiatric hospitals ready for community placement in Arlington County.
- **Employment Services** - Supportive employment services based on individual choice for young adults and adults with mental illness.
- **Homeless Case Management Services (Treatment on Wheels)** - Assessments, case management and linkages to appropriate



services for children and adolescents, adults, and older adults who are homeless with serious mental illness and/or substance abuse problems.

- **Jail Diversion/Forensic Case Management** - Intensive case management and assessment services for individuals with serious mental illness experiencing difficulties in the criminal justice system.
- **Program of Assertive Community Treatment** - 24 hour, multi-disciplinary support in community-based settings for adults with serious mental illness.
- **Psychiatric Services** - Inpatient and outpatient assessments and consultations by physicians and nurses trained in psychiatry with focus on treating the whole person.
- **Residential Services** - A continuum of residential and related supportive services for adults with serious mental illness to promote successful community living.
- **Transition Team Services** - Assessment and short-term, intensive case management, medical support and counseling services to people not yet linked to the long-term Behavioral Health Care services.

Mental Health Emergency Services provides immediate assistance to individuals experiencing a mental health crisis. The goal is to prevent the crisis from worsening, relieve immediate distress and prevent individuals from harming themselves and/or others. Specific services include assessment, crisis intervention and stabilization, short-term counseling, on-call psychiatric services and critical stress management services for individuals and families.

Finally, the Behavioral Healthcare Division has recently entered into a partnership with a local federally funded health care agency to provide primary care services right on site at the main mental health center. This exciting partnership strives to provide integrated care to many of Arlington's residents who are experiencing both a serious mental illness and medical complications.

THE POSITION

As Medical Director, the highly experienced candidate selected as Arlington County's Chief Psychiatrist will provide clinical and administrative leadership for all psychiatric services of the Department of Human Services (DHS). In order to serve the mental health/substance abuse needs of the County's adults, senior adults, children and adolescents, DHS psychiatric services crosses three divisions: (1) Behavioral Healthcare, (2) Aging and Disability and (3) Child and Family. Not only will the successful candidate oversee the work of all County psychiatrists, contract staff psychiatrists, nurses, and rotating PGY-III psychiatric residents from a local university, but he or she will also provide a maximum of twenty (20) hours per week of direct clinical services.

- As the Chief Psychiatrist provides overall leadership to and administration of DHS psychiatric services, he or she will be responsible for:
- Recruitment, hiring and scheduling of subordinate psychiatrists.
- Negotiation and monitoring of medical staff contracts.

- Preparation of medical staff annual performance evaluations.
- Staff training, credentialing and maintenance of a clinically competent medical staff.
- Utilization review.
- Development and implementation of clinical protocols, standards of practice, and policies and procedures.



A high level administrative manager is assigned to the Chief Psychiatrist to assist with the administration and management requirements of Psychiatric Services.

Through a strong relationship with Virginia Hospital Center, the selected candidate will also ensure effective collaboration between the hospitals psychiatric unit and the Department of Human Services programming. In addition, he or she will provide on-site direction to the DHS medication storage facilities and to a contracted on-site lab service. As the agency's clinical lead on all psychiatric matters, the incumbent will also ensure the availability of 24/7 emergency psychiatric consultation services.

Reporting to the Chief of Behavioral Healthcare (BHC), this leadership position is part of a six-member BHC senior management team. In this capacity, the incumbent will assist the BHC Chief in the design and implementation of a progressive service system to meet the ongoing needs of persons with serious emotional disturbance, serious mental illnesses and co-occurring illnesses. At the request of the BHC Chief, he or she may also be required to make presentations to the Arlington Community Services Board (ACSB, which has statutory responsibility for fiscal and policy oversight of all publicly funded mental health, intellectual disability and substance abuse services) as well as to the Local Human Rights Committee (LHRC) for mental health, intellectual disability and substance abuse services. The LHRC has statutory oversight of human rights for all services directly provided and contracted for by the ACSB.

IDEAL CANDIDATE

Industry Knowledge: Understands the Human Services industry, including current issues, challenges and trends and is able to use that knowledge to further DHS goals.

Influence: Skilled at directing, persuading and motivating others. DHS psychiatric services involves working with numerous stakeholders, both internal and external. An ideal candidate will be able to flex his/her style and direct, collaborate or empower others as the situation requires so that DHS goals can be met.

Problem Solving & Decision Making: Can identify problems, solve them, act decisively and show good judgment. Isolates causes from symptoms and compiles information and alternatives to illuminate problems or issues.

Results Orientation: Maintains appropriate focus on outcomes and accomplishments with consideration given to stakeholders, partners and the community. Motivated by achievement and persists until goals are reached.

Strategic Thinking: Acts strategically with the future in mind. Knows and understands the factors influencing strategy within a human services agency (including stakeholders, partnerships, resource limitations and community needs) and successfully navigates associated challenges. Considers future impact when weighing decisions.

Relationship Building: This leadership position must establish and maintain productive relationships with multiple stakeholders. The ideal candidate excels at personal interaction.

Team Management: Creates and maintains functional work units and creates a vision for the team. Formulates team roles and actively recruits and selects to build effective workgroups. Develops and communicates clear team goals and roles and provides a level of guidance and management appropriate to the circumstances. Rewards team behavior and fosters a team atmosphere in the workplace.

EXPERIENCE AND QUALIFICATIONS

In addition to an M.D. degree from an accredited school of medicine plus completion of a program of residency in psychiatry, three (3) years of responsible experience in the management or administration of a clinical practice are required.

At the time of appointment, a valid license to practice medicine in the Commonwealth of Virginia (or eligibility for reciprocity) and certification by the American Board of Psychiatry and Neurology in Adult Psychiatry is also required.

ALSO DESIRABLE

1. American Board of Psychiatry and Neurology certification in one or more of the following specialties:
 - a. Child and Adolescent Psychiatry
 - b. Geriatric Psychiatry
 - c. Forensic Psychiatry
2. Experience working as a Lead Psychiatrist in a public mental health continuum-of-care organization
3. Application of quality assurance and utilization management principles, and/or
4. Experience with a multidisciplinary team model

COMPENSATION AND BENEFITS

The annual salary range for this position is **\$75,462.40 - \$181,958.40** (dependent upon experience and qualifications) plus a comprehensive benefits package that includes:

- Eleven paid holidays per year, plus generous vacation and sick leave benefits
- A wide variety of attractive Health Plans from which to choose
- Dental plan which pays 100% of reasonable and customary fees for Preventative and Diagnostic service (e.g. teeth cleaning and x-rays)
- Paid Life Insurance equal to one times annual salary up to a maximum of \$50,000 with the option to purchase up to two times annual salary in Supplemental Life
- Mass Transit Subsidy
- Full vesting in Arlington County Retirement System at 5 years of service
- 401(a) Defined Contribution Program with 4.2% County contribution with participants vested 20% per year and fully vested after 5 years of service
- 457 Defined Contribution Program

APPLICATION AND SELECTION PROCESS

To be considered for this excellent career opportunity, please submit your resume, five work-related references, and current salary to:



Executive Search

William (Bill) Mitchell
CPS Executive Search
444 North Capital Street, Suite 544
Washington, D.C. 20001
Tel. 301-404-5100
Fax: 916-561-8484
E-mail: cse-executive@cps.ca.gov
Website: www.cps.ca.gov/search

This recruitment will be open until the needs of the County are met. Please apply immediately as the recruitment may close at any time. Resumes will be screened as they are received in relation to the criteria described. Top candidates will be invited for an interview.